

Notice of Allowability	Application No.	Applicant(s)	
	09/895,891	CALDERARO ET AL.	
	Examiner Kuen S. Lu	Art Unit 2167	

-- *The MAILING DATE of this communication appears on the cover sheet with the correspondence address--*

All claims being allowable, PROSECUTION ON THE MERITS IS (OR REMAINS) CLOSED in this application. If not included herewith (or previously mailed), a Notice of Allowance (PTOL-85) or other appropriate communication will be mailed in due course. **THIS NOTICE OF ALLOWABILITY IS NOT A GRANT OF PATENT RIGHTS.** This application is subject to withdrawal from issue at the initiative of the Office or upon petition by the applicant. See 37 CFR 1.313 and MPEP 1308.

1. This communication is responsive to Remarks filed on November 8, 2005.
2. The allowed claim(s) is/are 1, 3-6, 8, 10, 12-14 and 16-19, renumbered to 1-14.
3. Acknowledgment is made of a claim for foreign priority under 35 U.S.C. § 119(a)-(d) or (f).
 - a) All b) Some* c) None of the:
 1. Certified copies of the priority documents have been received.
 2. Certified copies of the priority documents have been received in Application No. _____.
 3. Copies of the certified copies of the priority documents have been received in this national stage application from the International Bureau (PCT Rule 17.2(a)).

* Certified copies not received: _____.

Applicant has THREE MONTHS FROM THE "MAILING DATE" of this communication to file a reply complying with the requirements noted below. Failure to timely comply will result in ABANDONMENT of this application.
THIS THREE-MONTH PERIOD IS NOT EXTENDABLE.

4. A SUBSTITUTE OATH OR DECLARATION must be submitted. Note the attached EXAMINER'S AMENDMENT or NOTICE OF INFORMAL PATENT APPLICATION (PTO-152) which gives reason(s) why the oath or declaration is deficient.
5. CORRECTED DRAWINGS (as "replacement sheets") must be submitted.
 - (a) including changes required by the Notice of Draftsperson's Patent Drawing Review (PTO-948) attached
 - 1) hereto or 2) to Paper No./Mail Date _____.
 - (b) including changes required by the attached Examiner's Amendment / Comment or in the Office action of Paper No./Mail Date _____.

Identifying indicia such as the application number (see 37 CFR 1.84(c)) should be written on the drawings in the front (not the back) of each sheet. Replacement sheet(s) should be labeled as such in the header according to 37 CFR 1.121(d).
6. DEPOSIT OF and/or INFORMATION about the deposit of BIOLOGICAL MATERIAL must be submitted. Note the attached Examiner's comment regarding REQUIREMENT FOR THE DEPOSIT OF BIOLOGICAL MATERIAL.

Attachment(s)

1. Notice of References Cited (PTO-892)
2. Notice of Draftsperson's Patent Drawing Review (PTO-948)
3. Information Disclosure Statements (PTO-1449 or PTO/SB/08),
Paper No./Mail Date See Conti. Sheet
4. Examiner's Comment Regarding Requirement for Deposit
of Biological Material
5. Notice of Informal Patent Application (PTO-152)
6. Interview Summary (PTO-413),
Paper No./Mail Date 1/20/2006.
7. Examiner's Amendment/Comment
8. Examiner's Statement of Reasons for Allowance
9. Other See Continuation Sheet.

Continuation of Attachment(s) 9. Other:

1. The PTO-1449 of IDS filed on 8/1/2005 is signed and attached.
2. Also signed and attached are the PTO-1449s for IDS' filed on 10/17/05 and 1/6/06.
3. The formal Drawings filed on 6/29/2001 is accepted.

DETAILED ACTION

1. After a thorough search and examination of the present application, and in light of the prior art made of record, update searches conducted, Applicant's Remarks filed on November 8, 2005 and prosecution history of the application, Claims 1, 3-6, 8, 10, 12-14 and 16-19 are allowed.

Information Disclosure Statement

2. The Information Disclosure Statements filed on August 1, 2005, October 17, 2005 and January 6, 2006, respectively, have been considered.

Drawings

3. The formal drawings filed June 29, 2001 have been accepted.

EXAMINER'S AMENDMENT

4. An examiner's amendment to the record appears below. Should the changes and/or additions be unacceptable to applicant, an amendment may be filed as provided by 37 CFR 1.312. To ensure consideration of such an amendment, it MUST be submitted no later than the payment of the issue fee.

Authorization for this examiner's amendment was given in a telephone interview with Mr. Joseph T. Van Leeuwen (Registration: 44,383) on January 20, 2006. The interview summary is attached.

5. The application has been amended as follows:

A. AMENDMENTS TO THE SPECIFICATION

Please amend the section entitled "Related Applications" starting on page 1, line 3 as follows:

This application is related to the following co-pending U.S. Patent Application filed on the same day as the present application and having the same inventor and assignee: "System and Method for Integrated Management of Personnel Planning Factors," (Appl. Serial No. 09/895,893 Docket No. AUS9-2001-233-US1); "System and Method for Improved Performance Reviews," (Appl. Serial No. 09/895,976 Docket No. AUS9-2001-234-US1); "System and Method for Organizational Risk Based On Personnel Planning Factors," (Appl. Serial No. 09/895,977 Docket No. AUS9-2001-235-US1); "System and Method for Improved Personnel Compensation Planning Factors," (Appl. Serial No. 09/895,886 Docket No. AUS9-2001-236-US1); and "System and Method for Improved Matrix Management of Personnel Planning Factors," (Appl. Serial No. 09/895,883 Docket No. AUS9-2001-233-US1); each by the same inventors and each assigned to the IBM Corporation.

B. AMENDMENTS TO THE CLAIMS

1. (Currently Amended) A method for selectively displaying employee profiles, said method comprising:

displaying, to a user, a first view that includes a plurality of employees and employee profile information corresponding to the plurality of employees;
selecting one or more employees to exclude from the [[a]] first view, the first view including employee profile information corresponding to a plurality of employees;
excluding the employee profile information corresponding to the selected employees from the first view, the exclusion resulting in a second view; and
granting view access to the second view to one or more of the selected employees; and
simultaneously displaying employee profile information pertaining to the second view to a plurality of display devices, wherein at least one of the display devices corresponds to one of the selected employees.

2. (canceled)

3. (Currently Amended) The method as described in claim 1 further comprising:
~~simultaneously displaying employee profile information pertaining to the second view to a plurality of collaborating employees, wherein the collaborating employees include at least one of the selected employees;~~
receiving an employee profile change request to revise the employee profile data corresponding to one of the employees, the received request being from one of the collaborating employees;
modifying the employee profile data according to the request; and
displaying the modified employee profile data to the plurality of collaborating employees.

7. (canceled)

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8. (Currently Amended) An information handling system comprising:
 - one or more processors;
 - a memory accessible by the processors;
 - one or more nonvolatile storage devices accessible by the processors; and
 - a display tool to selectively display employee employment data, the display tool including:
 - means for displaying, to a user, a first view that includes a plurality of employees and employee profile information corresponding to the plurality of employees;
 - ~~means for selecting one or more employees to exclude from the [[a]] first view, the first view including employee profile information corresponding to a plurality of employees;~~
 - means for excluding the employee profile information corresponding to the selected employees from the first view, the exclusion resulting in a second view; and
 - means for granting view access to the second view to one or more of the selected employees; and
 - means for simultaneously displaying employee profile information pertaining to the second view to a plurality of display devices, wherein at least one of the display devices corresponds to one of the selected employees.

9. (canceled)

10. (Currently Amended) The information handling system as described in claim 8 further comprising:

~~means for simultaneously displaying employee profile information pertaining to the second view to a plurality of collaborating employees, wherein the collaborating employees include at least one of the selected employees;~~

means for receiving an employee profile change request to revise the employee profile data corresponding to one of the employees, the received request being from one of the collaborating employees;

means for modifying the employee profile data according to the request; and

means for displaying the modified employee profile data to the plurality of collaborating employees.

11.(canceled)

14.(Currently Amended) A computer program product stored in a computer operable media for selectively displaying employee data, said computer program product comprising:

means for displaying, to a user, a first view that includes a plurality of employees and employee profile information corresponding to the plurality of employees;

~~means for selecting one or more employees to exclude from the [[a]] first view, the first view including employee profile information corresponding to a plurality of employees;~~

means for excluding the employee profile information corresponding to the selected employees from the first view, the exclusion resulting in a second view; and

means for granting view access to the second view to one or more of the selected employees; and

means for simultaneously displaying employee profile information pertaining to the second view to a plurality of display devices, wherein at least one of the display devices corresponds to one of the selected employees.

15. (canceled)

16. (Currently Amended) The computer program product as described in claim 14 further comprising:

~~means for simultaneously displaying employee profile information pertaining to the second view to a plurality of collaborating employees, wherein the collaborating employees include at least one of the selected employees;~~

means for receiving an employee profile change request to revise the employee profile data corresponding to one of the employees, the received request being from one of the collaborating employees;

means for modifying the employee profile data according to the request; and

means for displaying the modified employee profile data to the plurality of collaborating employees.

20. (canceled)

Reasons for Allowance

6. The following is an examiner's statement of reasons for allowance:

After further review of the prosecution history, including all four office actions, filed on December 19, 2003; May 6, 2004; January 21, 2005 and August 10, 2005, respectively, and the Applicant's corresponding remarks, the Examiner is persuaded that the prior art

made of record does not teach the subject matter as claimed in the combined limitations listed below or fairly enough establish a *prima facie* case of obviousness by combining references to provide teaching for the claimed subject matter:

"selecting one or more employees to exclude from the first view; excluding the employee profile information corresponding to the selected employees from the first view, the exclusion resulting in a second view; granting view access to the second view to one or more of the selected employees; and simultaneously displaying employee profile information pertaining to the second view to a plurality of display devices, wherein at least one of the display devices corresponds to one of the selected employees".

An expanded and updated search for the prior art on EAST database and on domains (NPL-ACM, Google, NPL-IEEE) has been conducted whose search logs are attached. The prior art searched and investigated in the database and domains further convinces the Examiner that the subject matter as claimed in each of the independent claims 1, 8 and 14 is allowable.

The dependent claims in the groups (3-6), (10 and 12-13) and (16-19), directly or indirectly depending on claims 1, 8 and 14, respectively, also distinct from the prior art for the same reason.

7. Any comments considered necessary by applicant must be submitted no later than the payment of the issue fee and, to avoid processing delays, should preferably accompany the issue fee. Such submissions should be clearly labeled "Comments on Statement of Reasons for Allowance."

Contact Information

8. Any inquiry concerning this communication or earlier communications from the Examiner should be directed to Kuen S. Lu whose telephone number is (571) 272-4114. The examiner can normally be reached on Monday-Friday (8:30 am - 5:30 pm). If attempts to reach the examiner by telephone pre unsuccessful, the examiner's Supervisor, Jean R. Homere, Esq. can be reached on (571) 272-3780. The fax phone number for the organization where this application or proceeding is assigned is 571-273-8300.

Information regarding the status of an application may be obtained from the Patent Application Information Retrieval (PAIR) system. Status information for Page 13 published applications may be obtained from either Private PAIR or Public PAIR. Status information for unpublished applications is available through Private PAIR only. For more information about the PAIR system, see <http://pair-direct.uspto.gov>. Should you have questions on access to the Private PAIR system, contact he Electronic Business Center (EBC) at 886-217-9197 (toll-free).

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Kuen S. Lu,

Patent Examiner,

January 20, 2006

